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Labor Council Directory

Labor Council meets every Friday at 8 p. m. at Labor Temple, Sixteenth and Capp Streets. Secretary's office and headquarters, Room 205, Labor Temple. Executive and Arbitration Committee meets every Monday at 7:30 p. m. Label Section meets first and third Wednesdays at 8 p. m. Headquarters telephone—Market 56.
(Please notify Clarion of any Change.)

Alaska Fishermen—Meet Fridays during February, March, April and October, 49 Clay.
Asphalt Workers—Meet 2nd and 4th Mondays, Labor Temple.
Amalgamated Sheet Metal Workers No. 104—Meet Tuesdays, 224 Guerrero.
Auto and Carriage Painters—Meet 1st and 3rd Thursdays, 200 Guerrero.
Auto Mechanics No. 1305—Meet Tuesdays 8 p. m., 103 Valencia.
Baggage Messengers—Meet 2nd Monday, 60 Market. Sec., Robert Berry, 1059 56th St., Oakland.
Bakers No. 24—Meet 1st and 3rd Saturdays, Labor Temple.
Bakery Wagon Drivers—Meet 2nd and 4th Saturdays, 112 Valencia.
Barbers No. 148—Meet 1st and 3rd Mondays, 112 Valencia.
Beer Wagon Drivers—Meet 2nd Tuesday.
Bill Posters—Meet 2nd and 4th Mondays, 230 Jones.
Blacksmiths and Helpers—Meet 1st and 3rd Tuesdays, Labor Temple.
Boilermakers No. 6—Meet 2nd and 4th Thursdays, Labor Temple.
Bookbinders—Office, room 804, 693 Mission. Meet 3rd Friday, Labor Temple.
Bottlers No. 293—Meet 3rd Tuesday, Labor Temple.
Boxmakers and Sawyers—Meet 1st and 3rd Tuesdays.
Brewery Workmen No. 7—Meet 3rd Thursday, Labor Temple.
Broom Makers—Meet last Saturday, Labor Temple.
Butchers No. 115—Meet Wednesday, Labor Temple.
Butchers No. 508—Meet 1st and 3rd Fridays, Masonic Hall, Third and Newcomb Sts.
Cemetery Workers—Meet 1st and 3rd Saturdays, Labor Temple.

Cigarmakers—Meet 1st and 3rd Thursdays, Economy Hall, 143 Albion Ave.
Chauffeurs—Meet 2nd and 4th Thursdays, 112 Valencia.
Commercial Telegraphers—Meet 1st Mondays, 274 Russ Bldg.
Cooks No. 44—Meet 1st and 4th Thursdays at 8:30 p. m., 3rd Thursday at 2:30 p. m., 1146 Market.
Coopers No. 65—Meet 2nd and 4th Tuesdays, Labor Temple.
Cracker Bakers No. 125—Meet 3rd Monday, Labor Temple.
Cracker Packers' Auxillary—Meet 1st and 3rd Tuesdays, 1524 Powell.
Draftsmen No. 11—Sec., Ivan Flamm, 261 Octavia St., Apt. 4.
Dredgemen No. 898—Meet 1st and 3rd Sundays, 105 Market.
Electrical Workers No. 151—Meet Thursdays, 112 Valencia.
Electrical Workers No. 6—Meet Wednesdays, 200 Guerrero.
Electrical Workers 537, Cable Splicers.
Egg Inspectors—Meet 2nd and 4th Wednesdays, Labor Temple.
Elevator Constructors and Operators—Meet 1st and 3rd Fridays, 200 Guerrero.
Federal Employees No. 1—Office, 746 Pacific Building. Meet 1st Tuesday, 414 Mason.
Federation of Teachers No. 61—Meet 2nd Monday, Room 227, City Hall.
Ferryboatmen's Union—Meet every other Wednesday, 59 Clay.
Garage Employees—Meet 2nd Thursday, Labor Temple.
Garment Cutters—Meet 2nd and 4th Thursdays, Labor Temple.
Garment Workers No. 131—Meet 1st and 3rd Thursdays at 5 p. m., 2nd at 8 p. m., Labor Temple.
Glove Workers—Meet 1st Tuesday, Labor Temple.
Grocery Clerks—Meet 1st Thursday, Labor Temple.
Hatters No. 23—Sec., Jonas Grace, 1114 Mission.
Ice Drivers—Sec., V. Hummel, 3532 Anza. Meet 2nd and 4th Tuesdays, Labor Temple.
Iron, Steel and Tin Workers—Sec., John Coward, R. F. D. 1, Box 137, Colma, Cal. Meets 1st and 3rd Tuesday, Metropolitan Hall, So. S. F.
Janitors No. 9—Meet 1st and 3rd Thursdays, Labor Temple.
Label Section—Meets 1st and 3rd Wednesdays, Labor Temple. Phone Hemlock 2925.
Labor Council—Meets Fridays, Labor Temple.
Laundry Drivers—Meet 2nd and 4th Wednesdays, Labor Temple.

Laundry Workers No. 26—Meet 1st and 3rd Mondays, Labor Temple.
Letter Carriers—Sec., Thos. P. Tierney, 635a Castro. Meets 1st Saturday, 414 Mason.
Lithographers No. 17—Meet 2nd and 4th Thursdays, 273 Golden Gate Ave.
Longshore Lumbermen—Meet 1st and 3rd Thursdays, Labor Temple.
Machinists No. 68—Meet Wednesdays, Labor Temple.
Mailers No. 18—Sec., C. W. von Ritter, 3431 Mission St. Meets 3rd Sunday, Labor Temple.
Marine Engineers No. 49—10 Embarcadero.
Material Teamsters No. 216—Meet Wednesdays, 200 Guerrero.
Metal Polishers—Meet 1st and 3rd Mondays, Labor Temple.
Milk Wagon Drivers—Meet Wednesdays, Labor Temple.
Miscellaneous Employees No. 110—Meet 2nd and 4th Wednesdays, 131 Eighth St.
Molders No. 164—Meet Tuesdays, Labor Temple.
Molders' Auxillary—Meet 1st Friday.
Moving Picture Operators—Meet 2nd and 4th Thursdays, 230 Jones.
Musicians No. 6—Meet 2nd Thursday; Ex. Board, Tuesday, 230 Jones.
Office Employees—Meet 2nd and 4th Wednesdays, Labor Temple. Office, 305 Labor Temple.
Patternmakers—Meet 2nd and 4th Fridays, Labor Temple.
Pavers—Meet 1st Monday, Labor Temple.
Paste Makers No. 10567—Meet last Saturday of month, 441 Broadway.
Photo Engravers—Meet 1st Monday, Labor Temple.
Picture Frame Workers—Sec., W. Wilgus, 461 Andover.
Post Office Clerks—Meet 4th Thursday, Labor Temple.
Post Office Laborers—Sec., Wm. O'Donnell, 212 Steiner St.
Printing Pressmen—Office, 231 Stevenson. Meets 2nd Monday, Labor Temple.
Professional Embalmers—Sec., George Monahan, 3300 16th St.
Poultry Dressers No. 17732—Meet 1st and 3rd Mondays, Labor Temple.
Retail Clerks No. 432—Meet 2nd and 4th Wednesdays, 150 Golden Gate Ave.
Retail Shoe Salesmen No. 410—Meet Tuesdays, 273 Golden Gate Ave.
Retail Delivery Drivers—Meet 2nd and 4th Thursdays, Labor Temple.

Riggers and Stevedores—Meet Mondays, 113 Stuart.
Sailors' Union of the Pacific—Meets Mondays, 59 Clay.
Sailmakers—Sec., Horace Kelly, 2558 29th Ave. Meet 1st Thursday, Labor Temple.
Sausage Makers—Meet 2nd and 4th Thursdays, 3053 Sixteenth.
Ship Clerks—10 Embarcadero.
Shipwrights No. 759—Meet 2nd and 4th Thursdays, Labor Temple.
Shipyards Laborers—Meet 1st Friday, Labor Temple.
Stationary Engineers No. 64—Meet Tuesdays, 200 Guerrero.
Stationary Firemen—Meet 1st and 3rd Tuesdays, Labor Temple.
Steam Fitters No. 590—Meet 1st and 3rd Wednesdays, Labor Temple.
Steam Shovel Men No. 29—Meet 1st Saturday, 268 Market.
Stereotypers and Electrotypers—Meet 3rd Sunday, Labor Temple.
Stove Mounters No. 61—Sec., Michael Hoffman, Box 74, Newark, Cal.
Stove Mounters No. 62—A. A. Sweeney, 1523 Walnut, Alameda, Cal.
Street Carmen, Div. 518—Meet 2nd and 4th Thursdays, Labor Temple.
Tailors No. 80—Office, Room 416, 163 Sutter. Meet 2nd and 4th Mondays, Labor Temple.
Teamsters No. 85—Meet Thursdays, 536 Bryant.
Theatrical Stag Employees—Meet 1st Saturday, 230 Jones.
Trackmen—Meet 4th Tuesday, Labor Temple.
Trades Union Promotional League—Room 304, Labor Temple. Phone Hemlock 2925.
Tunnel & Aqueduct Workers No. 45—Sec., James Giambruno, P. O. Box 3, Groveland, Calif.
Typographical No. 21—Office, 525 Market. Meet 3rd Sunday, Labor Temple.
United Laborers No. 1—Meet Tuesdays, 200 Guerrero.
Upholsterers No. 28—Meet Tuesdays, Labor Temple.
Watchmen No. 15689—Sec., E. Counihan, 106 Bosworth. Meet 3rd Thursday, Labor Temple.
Waiters No. 30—Wednesdays, 3 p. m., 1256 Market.
Waitresses No. 48—Meet 1st and 3rd Wednesdays at 8 p. m., 2nd and last at 3 p. m., 1171 Market.
Water Workers—Sec., Thos. Dowd, 214 27th St. Meet 1st Monday, Labor Temple.
Web Pressmen—Meet 4th Sunday, Labor Temple.

LABOR CLARION

The Official Journal of the San Francisco Labor Council

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No. 43

German Labor Movement

By A. J. Muste, Chairman of Faculty, Brookwood

XIV. WORKERS' EDUCATION IN GERMANY.

Workers' education, in the sense of more or less formal class work designed primarily to make officers and members of unions more intelligent and efficient in the service of their organization, is in the United States a post-war development almost entirely. In Germany this movement was well under way before the World War. A national center for workers' education, comparable to our Workers' Education Bureau of America and having representatives of the German trade unions and also of the Social Democratic party, was organized as early as 1906. About 450 local workers' education committees were functioning in German cities and towns before the outbreak of the war. These local committees with the aid of the national center conducted classes in economics, history, trade union structure and functions, etc., and also supervised all kinds of cultural and educational activities for workers, their families and the young people of the movement.

Since the war, the unity which previously characterized the German labor movement has been lost. On the political side, the Social Democratic party and the Communist party carry on separate educational work for their members, both giving much attention to this phase of their activity. The trade union movement, in order to prevent the political divisions from interfering too much with the united action of the workers on industrial matters, must refrain from interfering too closely with either political group. On the whole, however, the trade union movement is officially at least Socialist rather than Communist in its leanings, and this appears in the relative amount of co-operation by the trade unions and the Socialists on the one hand and with the Communists on the other.

Work Councils Aided.

As pointed out in the previous chapter of this series, the constitution of the German Republic requires the establishment in all industrial concerns of any size of works' councils consisting of representatives of employers and employees for the adjustment of grievances. This has led to an interesting development in the field of workers' education. It is obvious that the works' counselor cannot function effectively unless he knows a good deal about the business in which he is employed, about markets for raw materials and finished goods, cost of production, banking control of credits, changes in manufacturing processes and shop organization, etc. The government, therefore, helps to support schools for works' counselors which are practically run by the unions. In some instances, it appears that works' counselors attend classes at night after working hours; in other cases great unions like the metal workers make it possible for workers to give all their time for four to six months in the winter to study. Works' counselors' schools appear to be in operation in some 150 cities and towns each winter. The school in Berlin has had as many as 1500 students in a single season.

There are several resident labor educational institutes in Germany similar to Brookwood in the United States or Ruskin and the London Labor College in England. One of these is at Schloss-

Tinz in the Province of Thuringia and is supported by the Social Democratic party. Another exceedingly interesting development is the Labor Academy at the University of Frankfurt-on-Main. An article by Ernst Michel in a German Workers' Education magazine has recently appeared describing this development and the remainder of the present article consist of a somewhat free translation of that article.

Unions and State to Co-operate.

"The Labor Academy at the University of Frankfurt-on-Main began May 1, 1921, at the first (and so far the only) German high school for the working people. Its foundation was brought about through the fact that Labor supported a plan of state aid to the university on condition that space be given for the Labor high school. For the erection of the academy, an announcement of the preliminary labor committee and a memorial of the well-known professor of labor jurisprudence, Hugh Sinzheimer, were fundamental.

"Professor Sinzheimer proceeded from the drives of the new democratic Germany, which were bound to determine the content, methods, and goal of teaching in the new high school. He conceived the pillars of the new institution as consisting in the democratic concept and in the call of labor to new social forms. A new teaching is required, one that will proceed from work and will regard the working masses as central to the coming economic and social order. Such considerations were put at the foundation of the agreement between the Prussian Ministry of Education and the head organizations of workers, employees and functionaries.

"The existence of the Academy of Labor is guaranteed by the state and the unions. The university gives space and bears the cost of administration. The state makes it possible at present for three instructors to make teaching in the academy their chief work, and for associate instructors, professors of the universities and technical high schools and men from practical life to teach their specialties. In the case of the supplementary instructors, their slant as to world view or politics is not a determining factor, but in the handling of grave economic and social problems regard is given to the world views of instructors to be selected. The main instructors are appointed by the ministry after hearing from the faculty. The associates are called by the director of the academy on authority of the faculty. In the annual revision of the curriculum, attention is given to the administrative committee and the council of students. Aside from these arrangements, the faculty is independent and free in pedagogic matters. The director is one of the regular professors, and the office goes by annual rotation.

Academy Independent.

"The big unions select the students according to their own standards and provide for their support for a year. The General League of German Trade Unions levies an assessment for this purpose (supporting 41 this year, and their families). Cities also send people to the academy, and provinces provide stipends for students. Students paying their own way are also admitted. Foreigners are admitted also; for example, in the second year,

nine Swiss designated by the Swiss Committee for Workers' Education were in attendance. A Union of Friends and Promoters of the academy takes care of capable but needy students. Thus the student body consists of men and women with ripe life and trade experience who apply themselves for nine months completely to intellectual work. The instruction occupies some 30 hours a week. The number in attendance has so far varied between 50 and 70. During the current year it was 61, including five women.

"In pedagogic development and in its teaching, the academy is as independent as is the university in its sphere. It is not a hybrid of university learning and workers' interests, but it is a bastion erected by the political power of labor in the old culture world. The aim is not to be a mere popularization of university stuff, but the adult, industrially active student is the standard for content, method and goal.

"The academy was designed to launch a course of instruction on which the workers would not become semi-intellectuals but would remain workers and leaders of workers, but better ones. Their culture was to proceed from the power and the needs of work. As there is laid upon the new epoch in Europe the task of building a new social order common to all peoples on the order of the world of labor, so the Academy of Labor was to be the form of popular culture corresponding to this task. It does not aim at personal culture in the usual sense. It regards the worker, not as an individual, but as a necessitous member of sick institutions, the socially unordered world of labor. The question is: "How can the social need be met?"

"As for method, the grown man learns differently from the child or the ordinary student: 1. He comes from the world of affairs, with his needs and questions, and brings a world of ideas, concepts, and culture elements, mostly unordered and untested to be sure. 2. His element is battle, and he takes naturally to criticism, discussion, opposition. 3. He can appropriate only as he imparts, when there is a vital intellectual commerce. These premises lies at the bottom of the development of a proper method of instruction.

"In nine months order must be introduced into: 1. The mass of social phenomena that confronts a representative of labor or a union leader or functionary; and, 2. The mass of experiences that he has accumulated in the course of his life. To that end, three forms of teaching are appropriate: 1. Group work; 2. Lectures; 3. Seminars. The student must be willing to put

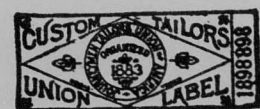
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his world to the test, even at the risk of having to give it up.

"At the center of the instruction stands group work. The student body is divided more or less mechanically into three groups, which are conducted in parallel courses by the three chief instructors through the first half year of the curriculum. This group work claims 8 hours a week. Its task is to work over the experiences of their own lives. Associated therewith, however, are the realms of knowledge in succession—economy, society, jurisprudence, politics. Success depends on the students' getting on a level with the instructors as fellow workers. So far as may be, lectures are used in class for systematic questioning in the group.

Workers Are Partners.

"From the beginning lectures run along with the group work. They unfold in succession general views of jurisprudence, economy, politics, labor, sociology, economic theory, and history, and are supplemented on occasion by special lectures on particularly pressing problem areas. They are given by the main and supplementary instructors and are attended by the fellow workers in a body. There is no division of the nature of specialization.

"In the second part of the course, the seminars begin. In these, particular problems or particular outstanding writings are grappled with. Here specialization is possible, as the students can decide on this or that other seminar according to their interests.

"The subject matter of the courses is built up on the basis of the workers' own experience. The criterion: 'What is a fit element of the new future?' Old lines between academic specialties cannot stand. Special knowledge of different teachers has to be pooled.

"The student body must be representative of different age, industrial, cultural, and partisan groups—if there is to be proper training for unity. Precautions must be taken lest the student take on the role of a boy in order to escape responsibility for what he learns. There must be a real community among the main instructors.

"The working class has now become a partner in the building of the new society, and has the duty of developing a new community culture."

This is the closing article on the German labor movement. Next week, Mr. Muste will begin a history of the Italian Labor Movement, which should be of particular interest in view of the attention Mussolini and the Italian Fascisti have been receiving.

A man from Kansas City, Missouri, was held up for a day in Topeka, Kansas, capital city of the mid-West prohibition state. Meeting a red-nosed native on the street, the Missourian said:

"I beg your pardon, but can you tell me where I can get a drink?"

"Sure," responded the thirsty Kansan, eagerly, "I can tell you where you can get two drinks."

DISTRICT COUNCIL RETAIL CLERKS.

Second annual convention of District Council Retail Clerks No. 2 of California held Sunday, November 14th, in Pacific Building, Oakland.

About forty delegates were present from the various clerks' locals about the bay district.

The convention considered several important propositions bearing on the welfare of the salespeople in this region. Among them was one on the efficiency of a salesperson, one on the present working hours and the tendency of certain firms to lengthen them, one on the adoption of a minimum wage. All were endorsed and will be supported by the District Council. All 1927 wage scales presented were also endorsed and will have the Council's support.

The officers elected for the ensuing year were: W. J. Beck, President, from Shoe Salesmen Local 410; Percy Johnston, vice-president, from Shoe Salesmen Local 1129; W. G. Desepte, secretary-treasurer, from Grocery Clerks Local 648; A. N. Seslia, guardian, from Grocery Clerks Local 648; trustees, Ernest Solomon from Local 47, E. A. Levy from Local 410, Emil Kahn from Local 432, Margaret Finkenbinder from Local 648, S. Bennett from Local 1129.

The convention went on record instructing all affiliated locals to join the California State Federation of Labor.

The next convention will be held in San Francisco next November.

The delegates were served with a luncheon that was enjoyed by all.

The spirit, co-operation and enthusiasm shown by the delegates speaks well for the welfare of the salespeople here.

APPROVES GOLDEN RULE SUNDAY.

The American Federation of Labor has given its hearty endorsement to the observance throughout America of golden rule Sunday, on behalf of the Near East relief. The date has been fixed for December 5 by President Coolidge, whose letter of approval received wide publicity more than a month ago. Now the Federation of Labor has joined the churches, schools, and civic organizations in urging its members to participate in observance of the day. The federation has furnished an advisory committee to the Near East relief, and the action of this committee will be sought in relation to numerous questions of educational and trade training for the 25,000 orphan children in the overseas schools and orphanages maintained by American philanthropy in Greece, Palestine, and Armenia. The committee says in its statement of purposes:

"Observed last year in 50 countries, golden rule Sunday comes into the world's calendar at a time when its lesson and influence are needed. As a new day in the calendar of civilized peoples, it has a definite and explicit significance, aiming to unify humanity through application of the principle of charity. It evokes the spirit of universal brotherhood, and makes its call for mutual service of a practical kind in order to counteract the hatreds engendered by the recent period of conflict and strife."

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SEAMEN WIN LONG FIGHT.

The five-year battle of the International Seamen's Union against the "grade card" practice of Pacific Coast shipping concerns was won in the United States Supreme Court Monday. This tribunal held this employment system to be illegal under the anti-trust law, according to press dispatches.

The action was filed in the federal courts here 18 months ago to enjoin the Pacific Coast Owners' Association and Pacific American Steamship Association from using the system.

The "index and waiting list" policy is known along the San Francisco waterfront as the "slave system" of employing sailors, and has been the target for years of the Seamen's Union.

Cornelius Anderson, San Francisco sailor, was the plaintiff in the case, which went to the Supreme Court after being denied in the district and appellate courts here. H. W. Hutton handled the case for the union.

"This fight was started to halt the practice of the steamer organizations from keeping a "grade book," in which the complete record of every seaman was listed," George Larsen, secretary of the San Francisco Seamen's local, explained. "In addition, the seamen had to carry cards in which their records were set forth, and display these in applying for work.

"Furthermore, under the employment system, each seaman had to file an application for work, and then wait his turn for work. We felt this to be improper and our test case declared the practice restrained trade, caused unemployment, created a labor monopoly and violated the anti-trust law."

Andrew J. Furuseth, international president of the Seamen's Union, who led in the fight, was in Washington in connection with the case.

FATIGUE CAUSED BY VIBRATION.

"Waste in industry arising from unnecessary fatigue is a new problem in industry," says Nelle Swartz, director of the Bureau of Women in Industry, writing in the bulletin of the State Department of Labor.

"As industrial processes change, as larger and more complicated machines take the place of hand labor, as increased production means greater and greater speed, there are certain elements which enter into the question of fatigue which need not have been considered ten years ago. One of these factors is vibration. While there has been some discussion of the effect of vibration on human beings, it has received relatively little consideration. Vibration, in fact, has received much less attention than any of the other recognized causes of non-muscular fatigue.

"Workers who sit all day on a floor which is constantly vibrating from the speed of machines may get 'used to it,' and they may be scarcely or not at all conscious of any increased effort necessitated by vibration, but the very process of getting 'used to it' involves an increased intensity of nervous effort which in itself is fatiguing.

"Many employers dismiss vibration as a cause of fatigue with the testimony of the worker himself when he says that he does not notice it and gets 'used to it.' This is not reliable. Wundt, in his laboratory experiments, finds that the process of getting 'used to anything' involves increased intensity of nervous effort, and 'a feeling of being coerced,' which is most favorable for the approach of exhaustion."

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UNPOPULAR CAUSES.

By Lloyd M. Crograve.

There is continuous need for persons who will advocate unpopular causes. Not all unpopular causes are good causes, but nearly all good causes are unpopular to begin with.

As the poet, James Russell Lowell, said of Abolition when it was dangerous to subscribe to it:

"Then to side with truth is noble
When we share her wretched crust,
Ere her cause bring fame and profit
And 'tis prosperous to be just;
Then it is the brave man chooses,
While the crowd stands aside
Till the multitude make virtue
Of the faith they had denied."

Good causes are chiefly those that advocate the welfare of the many. It is strange that they ever should be unpopular, but so it is and so it always has been.

Industrial democracy is not popular at present. Most persons do not deeply resent being governed industrially in a despotic manner by the few. Industrial democracy requires very much and very continuous thought on the part of the multitude, and this the multitude is not willing to give as yet.

There is no remedy but patient, unselfish work, endeavoring to point out to workers their real industrial condition and trying to make them willing to give much time and much energy to the strenuous task of being their own rulers—the most strenuous task, in many ways, that there is in the world. In some ways democracy is easier for people in general than autocracy is, but in many ways it is much harder. It does promise, however, that which autocracy can never promise—power and self respect.

Neither political nor industrial democracy can be given to people. They must be led to acquire it and keep it. To the pioneer this means much painful labor, little (if any) material reward, and often severe penalties. There must be patience. Two thousand years ago the Roman authors, Horace and Pliny, were urging the dredging of the Pontine marshes. The work was finally undertaken in 1823 and is now nearing completion.

Any cause that is advocated now, if it be a good cause, will be successful, even if that happens two thousand years from now. So with industrial democracy.

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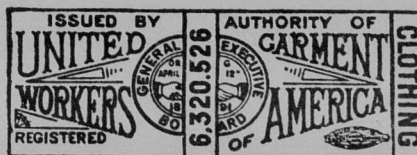
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of Labor and all its
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Co-op Brands—Dreadnaught Brands are on the "We Don't Patronize List," United Garment Workers of America.

PROTEST AGAINST DICTATION.

San Francisco, Cal., Nov. 18, 1926.

Most Rev. E. J. Hanna,
Mr. M. C. Sloss,
Mr. Selah Chamberlain.

Gentlemen: As representatives of the undersigned international unions acting for and in behalf of the building trades workmen affiliated with our unions in San Francisco and vicinity, we respectfully protest against the so-called Impartial Wage Board announcing a wage scale, which the Industrial Association of San Francisco will thereafter try to enforce upon the workmen and contractors of San Francisco by such means as withholding building materials from contractors in order to compel them and their employees to submit to the Industrial Association's dictates. This scheme strikes at the very life of trades unionism by attempting to abrogate the lawful right of union men to bargain collectively with their employers.

You were yesterday publicly notified by building trades contractors that the wage scale which was promulgated by your Board and has heretofore been forced upon the building trades workmen, was too low. You were publicly notified yesterday at your meeting, by a leading painting contractor, that the wage of journeymen painters was too low, and that the wage should have increased a dollar a day a year ago, but that painting contractors did not pay more than that wage because they were forced to pay the wage that you promulgated.

Such a condition is not only un-American but outrageous. It is in direct conflict with the recommendations of the various church federations, and in our opinion is diametrically opposed to the lasting principle annunciated by Pope Leo XIII in his encyclical letter wherein he says:

"Let it be granted, then, that, as a rule, workman and employer should make free agreements, and in particular should freely agree as to wages; nevertheless, there is a dictate of nature, more imperious and more ancient than any bargain between man and man, that the remuneration must be enough to support the wage earner in reasonable and frugal comfort. If, therefore, through necessity, or fear of a worse evil, the workman accepts harder conditions because an employer or contractor will give him no better, he is the victim of force and injustice."

The wage scales in San Francisco are generally from \$1.00 to \$3.00 a day less than the wage scale that is being paid to building trades mechanics for identical service in other cities throughout the United States. This low wage scale condition has been brought about and forced upon building trades workmen by the Industrial Association through the instrumentality of the wage scale promulgated by your Wage Board.

Your Board was selected by the Industrial Association without the knowledge, consent or approval of the working men who are directly affected by your wage decrees. Those building trades workmen that will be affected by your wage decrees are not employees of the Industrial Association that selected and appointed the members of your Board.

The United States Government has a department of conciliation which deals with the adjustment of wage questions, but in no case does the United States Government dare to assume the right or authority to set wages for workingmen employed by private contractors without the consent and authorization of the workingmen affected.

We submit that your board has no moral or legal right that is greater than the rights of the United States Government, and inasmuch as the wage scales promulgated by your Board have been used as a medium of depriving workingmen of the wages that they were really entitled to, as was proven by the statement of contractors that

appeared before you yesterday, we respectfully request that your Board cease its interference with the constitutional right of the building trades workmen by attempting to be parties to a system that dictates their wages; and we further respectfully request that you notify the contractors that it is their lawful right and duty to meet and confer with their employees and agree with them as to the wages that they shall hereafter pay them.

Respectfully submitted on behalf of the workmen affiliated with the building trades unions in San Francisco, and on behalf of their international by the undersigned representatives.

United Brotherhood of Carpenters and Joiners of America—By Don Cameron, James A. Gray.

Operative Plasterers and Cement Finishers' International Association of the United States and Canada—By M. J. McDonough.

Sheet Metal Workers' International Association—By J. Earl Cook.

Brotherhood of Painters, Decorators and Paperhangers of America—By W. J. Burchell.

International Hod Carriers, Building and Common Laborers' Union—By Joseph Marshall.

United Association of Journeymen Plumbers and Steam Fitters of the United States and Canada—By E. B. Fitzgerald.

International Association Bridge Structural and Ornamental Iron Workers—By George McTague.

Wood, Wire and Metal Workers' International Union—By E. K. Rhodes.

International Brotherhood of Electrical Workers—By T. C. Vickers.

International Brotherhood of Teamsters and Chauffeurs—By Michael Casey.

Endorsed by San Francisco Labor Council at regular meeting held November 10, 1926.

Attest: WILLIAM P. STANTON, President,
JOHN A. O'CONNELL, Secretary,
San Francisco Labor Council.

BARBERS ORGANIZE.

The following charters have been issued by the Journeymen Barbers' International Union: Pampa, Texas; Corvallis, Ore., and Neenah, Wis.

Demand the union label, card and button whenever you are spending your union-earned money. Be a genuine trade unionist at all times.

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"YANKEE DOODLE" ECONOMICS.

Labor unions have no monopoly of a "fighting temper," suggests John S. Keir, economic adviser of the Dennison Manufacturing Company of New York, in reviewing Prof. Thomas Nixon Carver's book, "The Present Economic Revolution in the United States."

The review is printed in the Management Review. Prof. Carver is professor of political economy, Harvard University. He says "it is time for our laborers to stop indulging in that expensive luxury, the fighting temper, and begin the method of buying and paying for control of industry."

"As to the first quotation," Mr. Keir said, "nations have been so reluctant to adopt such a policy it is neither equitable nor scientific to single out a part of the body politic and expect this single part to adopt it. As for the second quotation, it has been recognized since the time of Cain that it takes two to make a fight, and the laborers have had no monopoly of the fighting temper. And if labor should abandon its fighting temper and attempt to buy control of industry, as Prof. Carver counsels, is there any guarantee that capitalists would also abandon their fighting temper and agree to sell a real control of industry to labor?"

Mr. Keir does not accept Prof. Carver's claim that employees' stock ownership is a factor in his "economic revolution." Figures printed by the National Bureau of Economic Research are quoted to show "rather conclusively that practically none of the income of individual laborers is derived from investment in stocks."

"Even in those companies that make a special effort to place their stock with their employees, the money return from the investment to the individual employee each year is not a significant income factor. Thus in one large company, 17,000 employees hold \$11,900,000 worth of stock. This would be an average of \$700 per employee. If this investment carried a rate of 6 per cent, the yearly increase in wages due to ownership of stock would average \$42 per employee. It is doubtful if labor would be influenced in any way by so small an increase in wages. Even counting its cost in low wages, a strike would be expected to yield a greater return."

"But if the ownership of stock by labor is not particularly significant from the standpoint of money return, what is its significance as to the intangibles—particularly the spirit of proprietorship?"

"The recent animated discussion as to the dangerous centralization of stock control in a few hands, usually a banking group, causes the significance of this phase to be questionable, to say the least."

Prof. Carver's claim that increased savings deposits by labor is another proof of his "economic revolution" is likewise challenged by Mr. Keir.

"In the first place," the reviewer states, "there is no proof that the great majority of these savings are those of labor, which term, by the way, is nowhere carefully defined in the book."

"A savings bank is an institution protected by the state. The capital it has to loan is made up of the savings of many small depositors, some of whom are laborers. The bank loans to some company, which in turn invests the money loaned to it. The company is a capitalist. But it is a pretty far cry between the capitalist company to whom the money is loaned and the individual small depositor in the savings bank. To call the small depositor a capitalist, and therefore sympathetic to the problem of capital on this score, is the same kind of a hypothesis which argues that all men are brothers and imbued with love for one another because Adam was their common ancestor."

"There are other elements also in Prof. Carver's economic revolution that somehow do not

ring quite true. According to Prof. Carver, instead of a laborer being in a position of dependence, he is now rapidly attaining a position of independence. And yet more and more laborers are dependent upon a money wage. And they have little or no control over the circumstances which dictate the possibility of the wage being paid.

"The average annual wage of the laborer group is \$1250. Judged by any standard one may assume, this sum does not represent any more than a bare subsistence level for a married man."

"Throughout all of the work there breathes a spirit sufficiently star-spangled to delight the heart of the most ardent 100 per cent American."

"So marked is this spirit that one reviewer has labeled the whole book as 'Yankee Doodle Economics.'"

HOMELESS CHILDREN.

Dear Friends: The Native Sons and Native Daughters of the Golden West respectfully request your assistance in furthering the Homeless Children work for the coming year. The object of this movement is to provide homes, with parents' care, for the orphaned and abandoned babies of California, which home life has a tendency to make of them more useful citizens. This work was commenced over sixteen years ago and during that period 6850 applications for children have been received, 2865 different children have been placed in permanent homes for adoption; 2600 children have been legally adopted; 1500 applications for children are on file.

This work is endorsed and approved by the State Board of Charities and Corrections, the Russell Sage Foundation, the San Francisco Chamber of Commerce. It is non-sectarian; Catholic, Protestant, Hebrew institutions and the Associated Charities being represented on the Central Committee. This committee does not maintain a home or institution. Children from every walk of life regardless of color, creed or ties, are taken by this committee and given every attention until finally made a part of some happy home. Considerable funds are required to carry on this work, and we are appealing to you as a public-spirited and generous-hearted citizen to make a liberal contribution to this noble cause.

Not participants in Community Chest on account of being a State organization.

Kindly make checks payable to Homeless Children Committee, N. S. G. W. and N. D. G. W., and mail the same to Mrs. J. E. Noonan, 846 Twenty-fifth avenue, San Francisco.

Very respectfully yours,

MRS. J. E. NOONAN,
Chairman Donation Committee.

"D'you know, I haven't spoken to my wife for five years."

"I shouldn't let that worry you, old man—your turn will come again!"—The Passing Show (London).

LONG HOURS ABSENT.

The Bureau of Labor Statistics has issued a digest (Bulletin 419) of collective agreements between employers and employed during 1925. The list, it is stated, is not complete, as there is no central depository where agreements may be found, and, in addition, many agreements are not reduced to writing.

The agreements show that the eight-hour day is very generally observed in organized trades. The 44-hour week is practically the rule in the building, clothing, metal, printing and stone trades, and in many instances 40 hours' work only is required of night workers. Instances are cited where but 40 hours a week are required for day workers.

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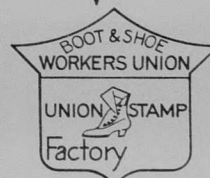
We ask all members of organized labor to purchase shoes bearing our Union Stamp on the sole, inner-sole or lining of the shoe. We ask you not to buy any shoes unless you actually see this Union Stamp.

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Affiliated with the American Federation of Labor
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COLLIS LOVELY
General President

CHARLES L. BAINE
General Secretary-Treasurer



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MEMBER OF
UNITED LABOR PRESS OF CALIFORNIA

FRIDAY, NOVEMBER 26, 1926

"Lafe" Young, former United States Senator from Iowa and great editor of the Des Moines Capital, died last week, one of the last of the old school of journalism that built up great newspapers on individual and personal merit. At the time of his death he was 78 years of age. In 1858 he joined the Typographical Union in St. Louis after completing his apprenticeship in Albia, Iowa, and at the time of his passing he was still a member in good standing of that great trade union, which has furnished the United States with Presidents, Ambassadors, Justices of the Supreme Court, Governors, legislators and officers of all kinds from the highest to the lowest degree, and he kept the faith through all those years as workman and employer. Men of the type of "Lafe" Young offer inspiration and encouragement to the younger generation, and it is well to direct attention to their lives because of the good that may result therefrom. With all of his success and worldly conspicuousness he was ever a real democrat and loved to mingle with the humbler members of society whom Lincoln said God must have loved because he made so many of them.

It's two years since Samuel Gompers passed away in San Antonio, Texas, returning home from the inauguration of Plutarco Elias Calles, whom he greatly admired, as president of Mexico. He died on December 13, 1924. It's two years since Samuel Gompers came back from a great triumphal journey to die in his beloved United States—land of his adoption and of his pride. There had been a great, dramatic convention of the American Federation of Labor in El Paso, the colorful, pageant-like inauguration in Mexico, where the American labor chief was a center of attention and admiration on a sun-splattered platform in a great arena, surrounded by diplomats, soldiery and citizenry. There had been a convention of the Pan-American Federation to honor him with his last re-election. And then the pain-wracked journey down the mountain, over the drab desert of Mexico, as drab as the hope of life in the broken frame. And then the gallant fight in San Antonio to win back strength to go on—and finally death in the early morning. It's two years since these things happened. Two years—and men do not forget; nor will they for yet many years upon years.

A Word of Counsel

Many organizations of labor are at the present time enjoying prosperity, and could, if possessed of the foresight and willingness, place themselves in a position to be of great service to their membership in the future, but a survey of the labor field indicates that very little is being done along the line of preparing for effective fighting in the days of famine that sooner or later must inevitably follow those of plenty.

The old rule that "those who dance must pay the fiddler," as well as the old saw that "he who would be free must himself strike the blow," cannot be avoided. The day of a union panhandling its way through the troubles it meets has passed, or, at any rate, is rapidly passing away, and the organization made up of persons so blind to their own best interests as to ignore the warning signals constantly held out urging preparedness for the hour of need is doomed to ignominious and inexcusable failure.

Men who are unwilling to make little personal sacrifices in the interest of their craft as a whole are both selfish and unintelligent, and are almost certain to suffer personal loss as a direct consequence. True, they may also be so unobserving and dense as to be unable to trace their troubles in the hour of defeat to the proper sources, but this will not alter the causes which led to the effects from which they suffer.

This topic was suggested by reading the results of a referendum vote by the International Molders' Union on the question of increasing the dues of its membership. The vote was favorable. The Molders' Union is one of the successful organizations of the American labor movement, and the causes for its achievements are not hard to locate. Its membership is willing to pay its own way and thus avoid the consequences of depending upon others to furnish the munitions of industrial war. A retrospective view of the labor movement, a singling out of the organizations that are successful, that produce real concrete results for their members, will always lead to the conclusion that they are what they are because they recognize the necessity of paddling their own canoes if they are to get anywhere, and, desiring to be successful, the price required is paid. There is no other way. Leaning on others may sustain temporarily, but when the prop is moved the structure falls. Permanent power must be intrinsic. No strength can be depended upon at all times and under all circumstances except your own. Others cannot, even if they so desired, be always present and ready to aid you.

The organization that pays its way, that depends upon its own inherent strength to sustain it, will have no fear that when the wolf comes it will be unable to defend itself. It will slay the beast and save its flock.

We are not unmindful that this is somewhat in the nature of sermonizing and that it will be distasteful and unpalatable to many, but in looking about us we have felt the need of some one admonishing the delinquents even at the risk of being damned for it. If it shall succeed in starting even a few trade unionists in the right direction, then our compensation will be ample for any humiliation that may be heaped upon us.

The hour for action is here. Where are you? Are you willing to bear your share of the legitimate burdens of achievement? If so, help your organization to be able to help itself, and if you do not do this refrain from whining complaints against others when the hour of defeat comes upon you.

FLUCTUATING SENTIMENTS

It has been shown that among the directors of the Detroit Y. M. C. A., who withdrew the invitation from President Green of the American Federation of Labor to address a meeting during the convention, were Howard A. Coffin, who was investigated by the United States Government after the war; Paul King, who was indicted in the Newberry scandal; Charles B. Warren, special representative of the Steel Trust and the Michigan Beet Sugar Trust, who was rejected by the United States Senate when nominated for United States Attorney-General. Truly a great bunch of patriots to criticize the Americanism of the trade unionists of this country.

The last session of the sixty-ninth Congress will convene on the first Monday of December next and adjourn March 4, 1927. This session is known as the "lame duck" Congress because members defeated at the last election will hold office until final adjournment. The new Congress, elected this month, will not take office until December, 1927, unless the President calls a special session. The forthcoming session will be occupied principally with appropriation bills, but the passage of vicious legislation is a possibility because defeated members are no longer responsible to constituents and often seek federal appointments and favored positions in private life.

Something seems to have gone wrong recently with the Literary Digest, because during the past two weeks it has twice quoted the San Francisco Chronicle as an independent paper, and this last week it stated that Labor, published in Washington, D. C., is the official organ of the American Federation of Labor. Everyone in this city knows that the Chronicle is Republican first, last and all the time, and most people in the labor movement know that Labor is the official organ of a group of railroad organizations, four of which are not even affiliated with the American Federation of Labor. Repeated errors of this kind have a tendency to discredit the fairness of the Literary Digest in its presentation of reviews of current editorial expression of the various publications on matters of interest to the people of the whole country.

When the organized workers take a step forward they plant their feet down firmly and will fight to the bitter end against any backward step. This has always been the policy of the labor movement and how well it has succeeded in the undertaking may be easily ascertained by a retrospective view of the industrial field, particularly in this city. The Citizens' Alliance organized with a lot of money and bombast for the purpose of crushing the organized workers. It strutted across the stage for a little while and stirred up a lot of trouble for everybody in the community and then died the death of complete defeat. The Merchants' Association then came along and had its fling, only to meet the same fate in a short time. Then came the open shop brigade to occupy front seats for a brief time, and then wither away as a failure. The Industrial Association is now having its inning endeavoring to fool the community, but it will end like all the others, in humiliation and defeat.

WIT AT RANDOM

"Fighting is all right, providing you do it intelligently."

"Yes, but you can't always find a smaller man."
—Juggler.

Father—"There was something funny about you last night, daughter."

Offspring—"I know, but I sent him home as early as I could."—Boston Beanpot.

Hiram—"Well, sir, my shotgun let out a roar, and there lay a dead wolf ahead of us!"

Bored Boarder—"How long had it been dead?"
—Wasp.

Eliza—"Ah' hear you-all's left yo' husband. Mandy. Is it true?"

Mandy—"It sure is, Eliza. Dat nigger was so shiftless he couldn't find enough washin' to keep me busy."—Life.

He—"Who is that handsome boy with the cropped head?"

She—"That's my cousin Betty."

"And the blonde man with the monocle?"

"That's my younger sister, Lu."

Laughing but embarrassed. "So I suppose the other young man in the dinner jacket is your elder sister?"

"No, that's my grandmother!"—Fliegende Blaetter (Munich).

Mrs. Smith was expressing her regrets to old Epp, whose wife had passed on. She had been Mrs. Smith's washerwoman for many years.

"I don't know what I am going to do for another laundress," Mrs. Smith was saying.

"Now nevah you mind, Mrs. Smith. Ah's co'tin' again and Ah co'ts rapid. Jes' you wait a week or so."—Pittsburgh Chronicle Telegraph.

It is unusual for great thinkers to be absent-minded. But Dwight Morrow's friends love to twit him about predicaments in which he finds himself because of this characteristic. They tell this one:

Some time ago he boarded a train leaving New York City. When the conductor came along Mr. Morrow couldn't find his ticket. Distractedly he hunted through all his pockets, searched the floor, got up from his seat. He looked much distressed. The conductor recognized him, assured him that it was all right, and that he would return later. To relieve the situation he said jokingly, "I guess, anyway, Mr. Morgan would be good for it."

Morrow paused in his search, eyed the conductor, and then gave vent to this:

"Ticket? who cares anything about the ticket? The trouble is I can't remember where I am going."—Forbes Magazine.

The English landlady of a boarding house always made a point of asking departing guests to write something in her visitor's book. She was very proud of it—of some of the people's names who were in the volume and the nice things they said.

"But there's one thing I can't understand," the woman confided to a friend, "and that is what an American put in the book after stopping here. People always smile when they read it." "What was it?" asked the other. "He wrote only the words, 'Quoth the raven.'"

THE CHERRY TREE.

Where with our Little Hatchet we tell the truth about many things, sometimes profoundly, sometimes flippantly, sometimes recklessly.

From time to time in recent months ponderous authorities, including Henry Ford and Roger W. Babson, have thundered forth from on high as to the merits and detriments of installment buying. Some say yes and some say no to the question of whether it is wise to just let folks go on plunging into debt for this, that and a new pair of shoes. A great many considerations get lost in the shuffle when the great minds sit down around the table to improve upon the scheme of the universe and order life as it should be for the great masses. Yes, mates, a great many considerations get left out in the cold without an overcoat.

* * *

Some very high authorities have inveighed against installment buying, saying it's bad for everything from the state of the nation to the state of the complexion. Well, suppose these authorities do conclude that it is bad. Are we then to be a nation of insects governed by the higher minds? Have we, as individuals, no choice in this matter, as we have in other business and financial matters? Installment buying is simply a matter of credit and credit is something of a purely private relationship between the buyer and the seller, or the man who advances the credit. By what right does anybody seek to curtail the free exercise of that purely private operation?

* * *

If Ducky & Co., operating as a co-partnership of two, decide to see if their credit is good for a nest at a dollar down and a dollar every now and then, and if they find that it is good, whose business is it to step in and tell them they are foolish? The United States Steel Corporation can seek and take all the credit it can get and nobody steps up to say it is bad policy. Not on your life. Why does the good advice always go to the little fellow? Why do the guardians always hover around him to tell him what to do and what not to do? It's a question that goes unanswered because nobody will give the right answer.

* * *

But there is a more serious phase to this installment business. It would be absolutely financially impossible for the American people to keep their consuming power up to speaking distance of our national production capacity without installment buying—without credit. Without credit buying the stream of commodities produced would so pile up in mountainous heaps that the whole manufacturing structure would go smash and panic would be a mild word for the condition that would ensue. Installment buying is an age old institution, but it is only in recent times that the great masses have discovered that their credit is good, as well as the credit of the village rich man. And they have exactly the same right to use it.

* * *

Stoppage of credit for the average man would throw us back to the old days when the wage earner had no credit and bought when he could lug his cash to the store. It would be a step backward and a big one. And if the wage earner has a hundred dollar bill to spare and can make that earn 6 per cent while he buys a necessity or a luxury on installments at 3 per cent, that's his own business—and good business at that. "There ought to be a law"—as someone has said—that would safeguard to Tom, Dick, and Harry what few remaining private rights they have, the use of their credit, when they have it, being one of those rights.

WILSON TO CONTEST.

(By International Labor News Service.)

Thorough investigation of the recent election in Pennsylvania, in which William S. Vare was announced as winner over William B. Wilson for United States Senator, was favored by Senator Thomas J. Walsh of Montana, in a statement on the outcome of the contest.

Senator Walsh said that Mr. Wilson should enter a contest of the Vare election before the Senate, and afford the Committee on Privileges and Elections an opportunity to thoroughly air the matter.

"Even if there is evidence of fraud in only a few of the election precincts, the contest should be filed," said Senator Walsh. "That would be sufficient to justify an examination into the matter."

Vare adherents in Philadelphia, worried and depressed over the situation that has arisen out of the election, are putting forth every effort to stem the tide of indignation in the state and prevent further inquiry into the matter.

Vare Shows Alarm.

Mr. Vare rushed back from his winter home in Florida to confer with his lieutenants in the matter, and to arrange plans for meeting the issue in the Senate. He was obviously worried, and for the first time since the revelations of the huge slush fund expenditures in the primary last spring, cast aside his genial humor and showed impatience.

In addition to the huge sums which were explained to the Reed committee of the Senate, \$200,000 remains to be explained. The individuals who contributed the money have refused to say where they got it, and Senator Reed has announced that he will present their names to the Senate when it convenes for citations of contempt.

Two Mysterious Items.

One of the items is for \$150,000, which was contributed in a lump to the Vare cash barrel, but its origin has been carefully concealed.

The other contribution of \$50,000 has been surrounded by mystery, and its donor, "Big Tom" Cunningham, has refused to shed any light on the matter. Cunningham was summoned to Chicago last summer to appear before the committee after his whereabouts had been unknown for three weeks.

More "Funny Work" Revealed.

Discrepancies and irregularities in the election in Philadelphia continue to come to light. The number of "zero" divisions for Wilson is larger than usual, however. These "zero" divisions under the state law have unusual significance. The law says that two of each five precinct officials shall be drawn from the minority party. But where the returns show a "zero" for the minority party candidates, and indicate there is no minority party, then all of the precinct board comes from one party.

The Vare crowd had succeeded in getting complete control of the precinct boards in many parts of the city by the method of "zero" returns. Such boards are composed wholly of Vare henchmen, and enabling them to swing both primary and general elections in their divisions to the Vare candidates.

"Zero" Returns Aid Vare.

As a result of the "zero" returns in the election this year, some minority party board members appear to have voted for Vare. Under the interpretations of the law, the Vare crowd can arrange to install their followers in complete control of the ballot boxes in those precincts.

"Do you, Mr. Stacks, think that a rich man can go through the eye of a needle?"

"I don't know. I will, however, admit that my lawyers have dragged me through some very small loopholes."

FOES MUST FACE FACTS.

The historic purpose of the injunction is to protect property where the plaintiff has no other remedy at law. This process was never intended to interfere with human relations or with the functions of government. By the simple trick of reviving the serf ideal—that labor is property—workers have silently been swept under the injunction writ. If labor is property, the labor injunction is correct. If labor is not property, the labor injunction is judicial usurpation. Under the first supposition it is idle to plead with injunction judges. It is a waste of time to attempt to weaken their blows against personal liberty and government by law. Power begets power; repression feeds on repression. To attempt to regulate the injunction judge is to acknowledge his usurpation. To endeavor to defeat him with rules he himself has made is folly. The injunction judge should be fought along fundamental lines. Congress creates inferior federal courts and Congress can define the jurisdiction of these courts. The United States Constitution says so. This has been affirmed by the Supreme Court. Congress should notify these courts that their strike-time writs are illegal and that the original purpose of the injunction—protection of property only—should be re-established. Labor power is the life of the human being and is not transferable. The product of labor power is property, or wealth. It is transferable, and under certain conditions, is subject to equity jurisdiction. The labor injunction rests on the confusion of these terms. The question must be clarified as it reaches down to the very fundamentals of democracy and challenges government by law.

LABOR QUERIES.

Questions and Answers on Labor: What it Has Done; Where It Stands on Problems of the Day; Its Aim and Program; Who's Who in the Ranks of the Organized Toilers, Etc., Etc.

Q.—When did the American Federation of Labor first declare for the five-day work week?

A.—The first declaration on the subject was made in 1913, when the federation said: "We heartily commend the five-day work week to the thoughtful and favorable consideration of all organizations affiliated with the American Federation of Labor to the end that the shortening of the week will be conducive to the physical, material, intellectual and moral welfare of the toilers."

Q.—What is the "living-in system"?

A.—The plan, now chiefly met with in domestic service but still common in British commercial establishments, under which employees live on the premises where they work, receiving board and lodging in part payment of wages.

Q.—How long has P. J. Morrin been president of the International Association of Bridge, Structural and Ornamental Iron Workers?

A.—Since 1918.

Q.—What is the "Magna Charta of Labor"?

A.—This term has been applied to the labor platform of the League of Nations, composed of nine planks, the first of which is that labor must not be regarded as a commodity.

Q.—Who is C. L. Rosemund?

A.—President of the International Federation of Technical Engineers, Architects and Draftsmen's Unions.

"What was George Washington noted for?"

"His memory."

"What makes you think his memory was so great?"

"They erected a monument to it."—Pitt Panther.

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UNION-MANAGEMENT CO-OPERATION.

By Otto S. Beyer,

Consulting Engineer, Railway Employees' Department, American Federation of Labor.

IV. CONCLUSION.

In concluding this exposition of union-management co-operation in the railroad industry, special attention is invited to the fact that such co-operation is not a plan, although it has often been referred to as such. It is a development, a growth, a step forward in the relation between labor and management.

Before this step can be taken, certain basic conditions and attitudes must have been established. When they prevail it becomes possible not only to arouse the interest of both railroad labor and management in the primary purposes of the steam transportation industry—good, safe, efficient and economical railroad service—but also to put into practice far reaching reforms and methods for bettering this service and increasing operating efficiency, improving the conditions of employment and raising the standard of living of the industry's employees, as well as stabilizing the legitimate return to which the railroad investors are entitled.

President Daniel Willard of the Baltimore & Ohio has expressed his conviction of this point in the following words:

Willard Praises.

"I believe that it has now been fully demonstrated that the co-operative plan which the Baltimore & Ohio Railroad has put into effect, in co-operation with its shop employees, and with the support of their respective unions, is no longer an experiment. It has more than justified itself from many different angles. It is now a part of the definitely adopted policy of the Baltimore & Ohio Company, and I have a feeling that we have not yet begun to realize the potential possibilities of the plan.

As time goes on and as we develop and cement still further the understanding and relationship which has already grown up between the management and the men I feel certain that the friendly and sympathetic efforts of both parties will discover and suggest new methods and new practices that will not only make for economy, and thereby enable the railroad to pay good wages and at the same time maintain satisfactory working conditions, but will also contribute toward giving to the public lower rates for transportation service which they desire, but for which in my opinion they sometimes press with undue and unwise urgency.

Many additional illustrations both of a minor and a major nature have been submitted to show how union-management co-operation is of far-reaching aid in introducing, stimulating and perfecting many devices, systems and methods for increasing shop output, reducing decay, saving materials, training employees, selling service and improving morale. A description, for example, might have been presented of the rapid improvements made in reorganizing not only car but also locomotive repairs on the basis of the so-called "spot system."

Great Interest Shown.

The decided progress effected in scheduling and routing heavy repair work through shops might also have been explained in detail. Actual examples of the thousands of new devices, jigs, fixtures, shop kinks and other improvements suggested and perfected by the men might have been cited and described, and progress in the measurement of production might have been outlined.

On the Baltimore & Ohio alone, since the beginning of the co-operative movement in the spring of 1923 up until 1926, over 14,000 propositions of one kind or another have been handled by the representatives of the shopmen and the local plant

managements at 2180 local union-management co-operative meetings held over the entire system.

Of these 14,000 propositions—over 11,300 or more than 81 per cent—were approved by these conferences and put into practice. Only 1208 or 8.5 per cent were dropped as not feasible, while 1436 are still under discussion or are being held in abeyance, pending the appropriation of funds necessary to carry them out. The propositions so disposed of are of all kinds, classes and descriptions in their bearing on shop and railroad performance; propositions which, in short, management usually tries to deal with single-handed when it does not enjoy the co-operation of the employees as mobilized through their unions.

Opportunity for Initiative.

The striking feature of union management co-operation is not so much the particular nature of the improvements effected or system of production control, for example, conceived and introduced, nor is it even the larger number of improvements, reforms, new devices and suggestions advanced by either men or management for the purpose of more satisfactory discharging the railroad's responsibility to the public, its employees and investors. The most important test of union management co-operation is the enthusiasm and interest manifested by the entire railroad organization irrespective of employee or officer in the intensive improvement of the railroad's operating and service performance and the determination to effect such improvements.

Thus it does not matter if management primarily takes the initiative, prepares plans and introduces improvements with the co-operation of the employees, or if the employees through their unions conceive, perfect and present plans for betterment in the industry. There is sufficient opportunity for both to work at the task. And, by this same token, whatever the gains which result from the introduction of improved methods, whether initiated by the employees or management, genuine co-operation demands that they be fairly shared by all parties at interest.

Union-management co-operation in the railroad industry may, therefore, in the last analysis, be defined as an enlargement of the responsibilities of railroad worker and officer in respect to one another, justified in each other's and the public's mind by the benefits each will enjoy from such whole-hearted organized co-operation.

This concludes Mr. Beyer's article on Union-Management Co-operation. The series has attracted a great deal of attention and has been widely reprinted. A limited number of back copies are available.

Anyone wishing further information on the subject may address Mr. Beyer, care Railway Employees' Department, American Federation of Labor, 705 Mechanics' Building, Washington, D. C.

GIRLS IN BUSINESS.

Women and girls who enter the business world in the belief high salaried positions are easily obtained are certain to become disillusioned, according to Miss Helen Winne, head of the employment bureau of a branch Y. W. C. A. in New York City.

There are fewer positions of this type available than women seeking employment commonly suppose, Miss Winne said. Office machinery and modern methods have sounded the doom of the woman or girl who is "willing to do anything," but is trained for nothing. The secretary that the modern business man demands is a very professional person.

It is always difficult for the older woman to get a job unless she specially qualifies for some responsible position requiring a woman of mature judgment. Most employers set the absolute limit on age somewhere between 28 and 35.

"Now, boys," said the teacher, "can any of you tell me how iron was first discovered?"

"Yes, sir!" cried one.

"Well, my boy, explain it to the rest."

"I understood my father to say that they smelt it, sir."

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TYPOGRAPHICAL TOPICS

The November meeting of Typographical Union No. 21 was one of the largest attended and most interesting meetings that has been held by the local body in several years. The total number of members on record November 20th was 1434. Bertha J. Conner, Lloyd T. Eddy, Claude E. Miners and Frank W. Shear filed application for membership and were referred to the membership committee for recommendation. The membership committee submitted favorable reports on the applications of John R. Branch, Alta M. Stewart, F. J. Vierra and George E. Willats, and they together with B. Modotti, apprentice, were duly obligated. George S. Long, Frank E. McCoy and P. P. Witfli were presented with their diplomas from the International Bureau of Education, all having completed the course with high percentage averages. After a thorough discussion of the cases of William McKnight and H. R. Walker, who were discharged from the Chronicle composing room, the union voted almost unanimously to reinstate these members in their positions. Due to failing health, Mrs. E. A. Hannah filed an application for an honorable withdrawal card, which was granted. The executive committee, who handled the special referendum election held on November 17th, reported the vote as follows: Proposition No. 1—for, 41; against, 2; proposition No. 2—for, 43; against 1. Messrs. Derry and Hollis, representing the union on the newspaper arbitration board, filed a progressive report, which was accepted. William McKnight and James W. Mullen, the union's delegates to the twenty-seventh annual convention of the State Federation of Labor, filed their report, which was accepted and placed on file. The union endorsed the request of Detroit Typographical Union for a referendum election changing the representation and voting powers of crafts having trade district unions. L. N. Finnegan, representing the Clown Cigarette Company, addressed the union on the value of purchasing none but union-made goods. The meeting adjourned at 3:30 p. m.

According to reports from Southern California, it is apparent that an organized effort is being made to disrupt the printing trades unions south of the Tehachapi Mountains. A few weeks ago the Riverside Daily Press locked out its composing room force upon completion of the contract between that paper and the union. Following that action the San Bernardino Sun and Telegram locked out the stereotypers employed by that firm upon the expiration of their contract.

R. L. Alexander, a member of Columbia Typographical Union of Washington, D. C., registered at a local hotel in this city on November 15th under the name of George T. Semonis. Early in the morning of November 17th Mr. Alexander committed suicide by shooting himself through the body. The body was shipped to his Washington home Saturday afternoon. Nothing is known locally of Mr. Alexander, and it was only through a receipt for dues paid to Washington Union that his identity became known.

From Los Angeles Citizen: "There is a report in circulation in this city to the effect that interests in the M. and M. have pledged the Industrial Association in San Francisco \$1,000,000 to carry on the open shop fight there. This is quite possible, as there is no question but the agitators for that delectable program here have not made much progress of late and are slipping continually, therefore feel that something must be done elsewhere to bolster up a losing cause. * * * But this latest outbreak is said to be directed at the printing

trades unions of San Francisco, and is to be financed through the printing trades division of the M. and M., with the master printers' assassination trailing along and yelping. The story is that a vast sum of money was pledged to the employing printers of San Francisco any time they started a fight against the printing trades in that city. * * * The San Francisco job printing houses have contracts with all the printing trades unions there, and the unions are very strong, the scales also being higher there than here for all crafts. * * * For years the big non-union printing firms here have been sore over the fact that they were not able to make any progress in the Bay section with open-shop propaganda; one thing that has hurt, and continues to sting, is that some of the big union plants of San Francisco come into this city and take work away from unfair outfits at lower prices than are bid by the M. and M. shops, notwithstanding the fact that they claim to have all the best of it as far as wages and hours are concerned, with their free and independent workmen. This is a continual tick under the skin that causes constant irritation. * * * The non-union printing plants in Los Angeles pay a much lower scale than do the union shops, and work the 48-hour week. Just how much truth there is in the story, the Citizen cannot say; but it does know that it comes from a source that is reliable. Recently there appeared an advertisement in the Chicago Tribune, which ran several days, offering positions to cylinder and other pressmen who were to be used in San Francisco, and they were instructed that no union men need apply. This is being investigated."

Daily News Notes—By L. L. Heagney.

The Daily News is slated for a new skipper. W. M. Davy's resignation takes effect Saturday, November 27th, if his successor arrives in time. A man of his word, fair, honorable and a square shooter, he leaves the job with the good-will and the best wishes of every member of the chapel. Mr. Davy is now well over 60, his health not of the best, and he wants to take life a little easier, a thing not possible as skipper of an afternoon daily. Hence he wants to lift the burden on to a younger man. His plans as yet are vague, but he contemplates a fortnight's duck hunt and a good rest—two items which will be given a thorough tryout before testing anything else.

Clarence Davy, son of W. M., according to present plans, will succeed to the position, which he has held before, having quit it originally to take up a situation in Marysville. He is expected to assume the foremanship Monday.

Priority was discussed at Monday's chapel meeting, Chairman Hickey presiding. Questions coming up, it was decided to refer to President Stauffer for a decision before taking action. The secretary's office being vacant owing to resignation, L. L. Heagney was elected to fill out the

unexpired term, Mr. Hickey at the same time announcing his intention not to be a candidate at expiration of his term next month. The perennial controversy about ventilation came up, as did the question of drinking water, and the chapel officers were instructed to visit the business office to try for a remedy.

The night chairmanship was relinquished by Chick Smoot last week. Not everyone wants it, but J. Baker finally was induced by Chairman Bill Hickey to take over this onerous task, the principal duty of which is the calling of lunch time.

The slipboard used to be solely devoted to card holders' purposes. Time brings many changes, one of which gives its use to apprentices. Ours is all smeared up with apprentice priority claims, it holding such celebrated monikers as Jimmy Santich, Elmer McGraw and "Red" Balthasar.

An injury to her spine, sustained in a fall, has kept Mrs. Frank Burwell confined to her home the last few weeks. Mr. Burwell, however, is encouraged by the beneficial results obtained through chiropractic treatments and expects her to recover her old-time vigor.

As a farmer Eddie Haefer wins the mosquito's underwear. He owns a country estate in Walnut Creek whereon he grows prunes, olives, walnuts and a few other fruits. Lately he picked his olives and did his own processing, something that not everybody can do.

Edition time was changed Tuesday, as was starting time. The first edition, instead of issuing after 9, will leave the composing room at 8:46. Most of the operators begin at 7. Pop Piersol, however, still has his banker's hours—he must have a drag somewhere. Another press crew was put to work as both presses are now used. It benefited the stereotypers, a couple more snoring situations.

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WILL AID PROSPERITY.

Elimination of waste is the path to greater prosperity, said Herbert Hoover, Secretary of Commerce, in his annual report.

"The moral and intellectual progress of the nation," he said, "is not the offspring of poverty or low-living standards."

The betterment of rail transportation, increased use of water resources for electric power, reclamation and common carriage and enlargement of the use of electric power were among the objectives laid down, as well as the reduction of manufacturing wastes by establishment of national standards, encouragement of pure and applied research and development of co-operative agricultural market methods.

"Water is today our greatest undeveloped resource," Secretary Hoover said. "Our streams and river offer us a possible total of 55,000,000 horse-power, and of this less than 11,000,000 has been developed. Of our 25,000 miles of possible inland waterways, probably less than 7000 are really modernized, and the utility of much of these 7000 miles is minimized by their isolation into segments of what should be connected transportation systems. We still have 50,000,000 acres of possible reclaimable and irrigable lands, which, while not now needed for agricultural production, will some day be absolutely necessary to supply growing population.

"Every drop of water that runs to the sea without yielding its full commercial returns to the nation is an economic loss. The immediate situation, the interest of sound economy and the provision for future needs of the country alike require full use of all our resources."

A SABRE OVER ITALY.

(From the New York World.)

Nowhere outside of Russia has the world in our own times witnessed repressive measures comparable with those now invoked by Mussolini. A cabinet council, dominated by Mussolini, has decreed:

That there must be no opposition party to Fascism.

That there must be no opposition press.

There must be no criticism of the government "in any shape or form."

That breaking the law in these matters shall result in trial by court-martial and imprisonment, if guilty.

That even though they have not broken the law, "suspects" may be given indeterminate sentences in Italy's penal colonies.

That it shall be made a crime punishable by imprisonment to communicate abroad any "exaggerated news" of anything of any sort in any part of Italy.

For extremist measures there is no middle-of-the-road interpretation. Either Mussolini is so supremely safe in power that he can ride rough shod over the last pretense of decency or he is so desperately unsafe in power that he must resort to the last indecent weapon of repression to throttle an opposition which lurks beneath the surface of Italian life today.

We incline to the latter view, for the reason that along with these repressive measures Mussolini has found it necessary to resort to the despicable weapon of the agent-provocateur, seldom an ally of the victor. But note this in either case:

Fascism has been in power for four years. At the end of four years it invokes the most repressive measures of a generation. Whether it is top dog or desperately in fear for its own existence it has taken Italy not from the tyranny of a minority back to freedom, but from repression to repression.

After four years a natural equilibrium of forces is as far away as ever—the danger of a sharp turn from tyranny to anarchy is real.

BOILERMAKERS NEEDED.

The Navy's new light cruisers, the Pensacola and the Salt Lake City, have now reached the stage of construction where they are ready for their guns. Twenty-five boilermakers are needed at the Washington Navy Yard for the construction of the turrets, it is stated by the United States Civil Service Commission. The indications are that the boilermakers will have at least a year of steady work. Those who are interested in this employment should address the Recorder of the Labor Board, Navy Yard, Washington, D. C. The Pensacola and the Salt Lake City are two of the eight scout cruisers of 10,000 tons displacement authorized by Congress. These vessels represent an entirely new class of warships, a development resulting from the provision of the treaty limiting naval armaments. The treaty limits the size of guns on such vessels to eight inches in caliber.

A new regulation in a certain coal mine required that each man mark with chalk the number of every car of coal mined. One man named Rudolph, having filled the eleventh car, marked it as 1 and after pondering a while let it go at that.

Another miner, happening to notice what he thought was a mistake, called Rudolph's attention to the fact that he had marked the car No. 1 instead of No. 11.

"Yes, I know," said Rudolph, "but I can't think which side the other wan goes on."

CLAIMS COLLECTED.

Lists of names of persons for whom disputed wage claims have been collected by the Bureau of Labor Statistics and not paid out to the individual on account of lack of proper address.

Interested parties may receive further information by communicating with the office wherein their claim was originally filed. San Francisco—603 State Building.

Aliotti, G.	Erman, J.	Piland, Jerome
Aliotti, John	Gadler, August	Posey, E. B.
Anderson, A. J.	Glickman, E.	Risch, William
Bond, J. A.	Kelly, Richard A.	Roland, Jane
Bottom, P.	Kuhn, Andrew	Roma, J.
Brown, Verne	Lasue, Geo.	Sabogas, A.
Brownlee, W. L.	Lappi, Henry	Schwartz, E. N.
Cardinali, R.	Lees, Dave	Selabbiacci, Mike
Chester, Warren	Leoni, William	Shields, Althea
Carr, Geo.	Lyons, Geo. W.	Silva, John
Connor, D. E.	McCarthy, Stan.	Stensby, Folmer
Consili, Frank	Manning, Harriet	Story, John
Cope, Sarah	Martin, M.	Tierney, James
Corbett, Ed	Mastello, Sam	Vohs, Sophie
Cotton, C.	Memanick, J.	Wells, Thos. E.
Cotton, L.	Morse, Mary	Wheeler, Ruby
Decaire, Harriet	Noto, Gisolomo	Wilson, C.
Egyed, Joe	Noto, Leonardi	
Erickson, John	Penman, Eliz.	

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It gives you the expression of opinion of the most forward minds in the trade union movement on subjects vital to you and to all workers.

The larger the circulation of your paper the safer will be your position and the more rapid will be the progress of the workers generally. In such a work you should have a part, and the way to take that part is by subscribing to the paper and patronizing its advertisers.

If in the past your organization has not been subscribing for its entire membership, begin to do so now.

THE LABOR CLARION**LABOR TEMPLE**

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SAN FRANCISCO LABOR COUNCIL

Synopsis of Minutes of November 19, 1926.

Meeting called to order at 8:15 p. m. by President Wm. P. Stanton.

Reading Minutes—Minutes of the previous meeting approved as printed in the Labor Clarion.

Credentials—From the Iron-Steel-Tin Workers No. 5, Manuel Delamonas, additional delegate. Delegate seated.

Communications—Filed—From the University of California, stating it would debate the Leland Stanford Junior University on Tuesday evening, November 23rd, Native Sons' Hall, on the question of "Resolved, that the American Plan should prevail in San Francisco." From the Union Label Collar Company, stating that A. H. Peterson, F. G. Johnson and Eagleson Company are now handling its products. From the Civil Service Commission, announcement of examinations to be held for the following: Automotive machinists, stenographers, inspectors of street sewers, chauffeurs.

Application for reaffiliation from the Machinists' Lodge No. 68, was read and referred to the Organizing Committee for the purpose of submitting report at this session.

Communication from the Committee on Homeless Children of the Native Sons' and Native Daughters of the Golden West, inclosing tickets and requesting financial assistance. On motion the Council contributed \$10.00 to this worthy cause.

Communication from the Building Trades Council, inclosing copy of letter which had been presented to the so-called Impartial Wage Board, was read and it was regularly moved and seconded that the Council endorse the sentiments expressed therein and the Impartial Wage Board so notified.

Report of Unions—Upholsterers—Are still carrying on against the Universal Manufacturing Company and Deringer Bros.; will hold dance Tuesday evening at Eagles' Hall. Post Office Clerks—Will send full quota of delegates to Council in the near future. Janitors—Donated \$10.00 to Ladies' Garment Workers; \$5.00 to Homeless Children. Tailors—Are making progress in organizing; are assisting the Cleaners and Dyers to organize. Ornamental Plasterers—Have settled differences with local employer; are holding their own regarding organization. Garment Workers No. 131—Donated \$5.00 to Homeless Children. Cooks No. 44—Donated \$50.00 to Ladies' Garment Workers of New York. Molders—Will hold dance Saturday evening, November 20th. Teamsters—Donated \$100 to Ladies' Garment Workers and \$100 to Textile Workers of Passaic, N. J.

The chair introduced Mrs. Ella Reeve Bloor, who addressed the Council and recited the history of the Textile Workers' strike; the strike was instrumental in adding 10,000 members to the Textile Workers' International Union; strikers still on the firing line; financial assistance very badly needed.

Moved that the Council appoint a committee of five to act in conjunction with Mrs. Bloor on Passaic strike; motion carried. The chair appointed delegates Noriega, Johnson, Shulberg, Desepete and Decker.

Report of Organizing Committee—Your committee recommends that the application from Machinists' Lodge No. 68, for reaffiliation, be received and their delegates seated. Report concurred in.

Report of Committee on Education—Recommended that the Labor Council take action on the recommendation of the American Federation of Labor and an effort be made to secure a labor representative on the board of directors of the

Public Libraries. Concurred in. That a subcommittee consisting of Johnson and Kerchen be authorized to work out a program for a class in public speaking and parliamentary law, class to begin after New Year's. Report of committee adopted as a whole.

The following resolution, in connection with the authorization of the committee to communicate the desires of the Council for representation to the Board of Library Trustees, was adopted by the Council as an expression of its desires in this matter:

Resolution.

Whereas, The Public Library and Reading Rooms of the city and county of San Francisco do not contain any of the chief authentic and official publications of the American Federation of Labor, such as the "American Federationist," the American Federation of Labor "Encyclopedia," the annual American Federation of Labor convention "Proceedings," and many of the books on the "Reading List" of the "Workers' Education Bureau," all valuable and indispensable reference books on the policies and history of the American labor movement; and,

Whereas, About one-third of the population of San Francisco is composed of members of the American Federation of Labor, their families, friends and associates in most every avocation and walk of life in this community, whose interests and concerns should be able to find recognition and reliable service in this depository of public information and knowledge, instituted and supported by taxation of the residents and citizens of the city and county; and,

Whereas, This condition may be due in part to the fact that organized labor, as such, in the past has not been represented on the Board of Trustees of the Public Library and Reading Rooms, and to the further fact that this board is composed exclusively of persons not affiliated with the labor movement and whose sentiments are sometimes not in sympathy with organized labor; and,

Whereas, The Committee on Education of the American Federation of Labor, among one of its minimum standards, has recommended that organized labor everywhere secure at least one member as a labor representative on Boards of Directors of Public Libraries; therefore, be it

Resolved, That the San Francisco Labor Council, as the direct representative of the American Federation of Labor, and indirectly representing thousands of other workers, as well as their families, friends and associates, that we respectfully petition the Board of Trustees of the Public Library and Reading Room of San Francisco to take cognizance of this condition and remedy the same at the earliest opportunity, so that members of organized labor and the public in general may enjoy the service and facilities to which they as citizens and taxpayers are entitled, including the appointment of a representative of labor on the Board of Library Trustees.

Receipts—\$439.00. **Expenses**—\$145.00.

Council adjourned at 9:45 p. m.

Fraternally submitted,

JOHN A. O'CONNELL, Secretary.

WAGES WILL ADVANCE.

Wages and living standards of American workers will always advance and "it is vain, therefore, for anyone to expect a general reduction of rents in this country," said S. W. Straus, president of S. W. Straus & Co., New York, in a paper read before the annual meeting of the American Construction Council.

Builders were urged to abandon the idea that construction work only can be done in the summer months.

"Any skilled organization can do almost any

sort of construction in winter," one speaker said. "Millions can be saved, more steady employment can be assured, and the burden on manufacturers and railroads reduced if we can persuade builders to do this."



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GREAT LABOR POLICIES.

Reports of Committees Adopted in Detroit Convention, Here Published Week by Week, Reveal Thought of American Federation of Labor.

Number III.

An Appeal to the American Trade Union Movement Made by Representatives of the State Federations and City Centrals.

We, the representatives of the State Federation of Labor and city central bodies, delegates to the 46th annual convention of the American Federation of Labor, in meeting assembled at Detroit, Mich., on October 11, 1926, desire to express our gratification on the important developments in the field of American workers' education during the past year. We point with some pride to the share which the State Federations of Labor and central bodies have taken in the active promotion of this movement. We direct attention to the measurable increase in the number of educational departments that have been established in our state federations and permanent committees on education that have been appointed in our central bodies.

We fully indorse the expression of approval by the Executive Council in its report, and of President Green in his testimony concerning the value and service of the Workers' Education Bureau of the American labor movement. The success of our movement depends increasingly on the knowledge and understanding by our members of the complex problems of our modern industrial society. We firmly believe in necessity of workers' education to assist our membership in securing this necessary knowledge.

We desire finally to pledge again our loyal and active support of this workers' education program as indorsed by the American Federation of Labor, and we appeal to the membership of our American trade union movement to join in making this important educational service a vital part of our collective efforts.

BOW TO BRUTAL POWER.

With the approach of winter and increased hunger, a delegate conference of miners voted to return to the pits under harder conditions than when locked out nearly six months ago. The vote was 432,000 to 352,000. The question will be passed upon by the miners' general membership.

The miners lose their seven-hour day. Last July the government amended the seven-hour mining law to permit individual agreements between mine companies and employees. The eight-hour day will now become general. District agreements will supplant a national agreement, which the miners fought for. Wages may be revised downward and a government arbitration tribunal will be set up by the government to operate for six months.

No reference is made to the recommendations of two coal commissions, which the miners insisted should be acted upon. The last commission—headed by Sir Herbert Samuel—protested against increased hours.

The possible end of the lockout has contributed nothing to an adjustment of the intricate coal industry, while more onerous conditions are forced on labor. Outside of die-hard government officials and coal owners, the situation is considered impossible.

Attendant—"There's a man outside who wants to know if any of the patients have escaped lately."

Director of the Asylum—"Why does he ask?"

Attendant—"He says some one has run away with his wife."—Outlaw.

PROFIT ONLY CONCERN.

By Lloyd M. Crosgrove.

"We, as manufacturers, are interested in profits. For no other purpose would we risk our capital or contribute the enormous mental and physical energy which is the price of success."

So begins the report of the Committee on Employment Relations, presented to the thirty-first annual convention of the National Association of Manufacturers, at its recent meeting. The report continues:

"Every activity of this association, therefore, and every recommendation of this and other committees must, in the last analysis, be judged by this one standard: Does it contribute to the immediate or ultimate profit of the association members?"

The report recommends welfare work, etc., for employees, because it will weaken unions. The report says:

"From time immemorial the common people have followed the leadership of somebody and they will continue to do so. Some of the working people of this country follow their natural leaders, the owners and managers of industry. Others find their leadership where they can."

Prevents Labor Legislation.

Another advantage of welfare work, according to the report, is that it makes labor legislation unlikely. It says:

"Those are phases of the question with which a legislature cannot fairly deal, and the best way to relieve it of any fancied necessity of legislating at all is for industry to so regulate the problem for itself that an 'uplifter' can find no vulnerable point of attack."

In these statements of the manufacturers there is much food for thought. One is tempted to yield to anger. But anger, of course, is generally a sign of weakness. The following conclusions at least may be drawn:

1. Wage earners are not likely to receive concessions from manufacturers except as the concessions make for the profit of the manufacturers or can be forced by united action on the part of wage earners. (Doubtless there are some manufacturers to whom the foregoing statement does not apply, but they are not in line with the policy of the National Association.)

2. Labor organizations and labor legislation have been of enormous benefit to wage earners, both organized and unorganized, for the fear of organizations and legislation leads many manufacturers to pursue a more liberal policy toward their employees than they otherwise would.

3. No wage earner should abandon his union because the corporation by which he is employed has organized a liberal "company union" or has been treating him very well. These concessions are not likely to last long after the regular union has been broken up.

4. Wage earners should endeavor to avoid the worship of Mammon, to the exclusion of everything else that is here indicated. The report is pitiful in the narrow view of life which it depicts. We should avoid its example. Especially in such matters as jurisdictional disputes should we be liberal to others, even at the cost of financial loss to ourselves. Wealth is valuable as a servant of humanity, but humanity is more than wealth.

Demand the union label, card and button whenever you are spending your union-earned money. Be a genuine trade unionist at all times.

She—"I won't even consider marrying you. You are the most stupid, asinine, idiotic creature on earth. You are repulsive, abhorrent, miserable. I wouldn't marry you if you were the last man on earth. I hate you. You are despicable."

He—"Do I understand that you are rejecting my proposal?"—Beanpot.

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Brief Items of Interest

The following members of San Francisco unions passed away during the past week: Joseph Lebel of the dredgers, William P. Ryan of the municipal carmen, Alfred Stanford of the waiters.

The entertainment and ball of the Molders' Union, at which twenty-five Thanksgiving turkeys were given away, held in the Labor Temple last Saturday night, was the most successful affair of the kind ever given by the organization. The attendance was unusually large, the program of greater variety than ever and the enthusiasm of those on hand ran higher than has been the custom on previous occasions. International Vice-President Lawrence O'Keefe was in attendance, having arrived in San Francisco the day previous. He will remain in the city for some time.

The Janitors' Union has donated \$10 to the striking Ladies' Garment Workers' Union of New York and \$5 to the Native Sons' Homeless Children fund, which is just now being raised by a committee of that organization.

Garment Workers' Union No. 131, at its last meeting, voted to contribute \$5 to the Homeless Children fund of the Native Sons. The organization urges all members of unions to be careful in making purchases of ready made garments of kinds in order to see that the bona fide label of the International Garment Workers' Union is on all such articles.

Cooks' Union No. 44 has made another contribution of \$50 to the striking Ladies' Garment Workers of New York. The union reports a consistent and steady gain in organization work each week.

Mrs. Ella Reeve Bloor addressed the last meeting of the Labor Council in the interest of the textile strikers of Passaic, N. J. She gave a history of the events leading up to the strike and the manner in which it has been carried on since the

strikers became affiliated with the United Textile Workers of America. At the conclusion of her discourse the Council appointed a committee of five, consisting of Delegates Noriega, Johnson, Schulberg, Desepte and Decker, to assist Mrs. Bloor in presenting the case of these strikers to affiliated unions.

The Labor Council, upon recommendation of its Committee on Education, has directed a letter to the Public Library Trustees urging them to give labor representation on the board at the earliest possible opportunity. On recommendation of the same committee the Council decided to start a class on public speaking and parliamentary law about the first of the year.

The application of Machinists' Union No. 67 for reaffiliation with the Labor Council was reported upon by the Organization Committee of the Council at the last meeting and by vote of the delegates the union was accepted into membership and its delegates ordered seated. In 1921 the union withdrew from membership because of disagreement with matters of policy on the part of the Council, and has since that time been going it alone. Two weeks ago the question of reaffiliation came before a regular meeting of the organization and the membership voted to again make application for membership. International Secretary Davison left this city Monday for Los Angeles.

Warning all posts of the California department of the American Legion to rout from their respective communities fake vendors, posing as World War veterans, selling articles of wear, postcards, etc., to raise funds to send disabled veterans to France for the 1927 national convention of the organization, State Adjutant James K. Fish has just sent a call to his posts urging them to enlist the aid of the police authorities through-

out the state to aid the Legion in getting rid of these impostors. "The American Legion has no solicitors in the field for anything," Adjutant Fisk declares in his warning. "I urge those who are solicited for contributions to help veterans go to the Paris convention next year, to advise the local Legion post and the chief of police at once so that we may put a stop to this imposition."

LABOR SPY UNCOVERED.

Portland, Ore., Central Labor Council and the movement there generally are having a time with a self-confessed detective who sat as a delegate in that body. He came as a representative of the recently organized Taxi Drivers' Union, which was a result of the strike of the workers in that branch against unfair conditions imposed by the cab companies. He played the usual stunt, loud in denunciation of the employers and urging drastic action, even displaying a revolver at one meeting as evidence of how far he would go.

His name is B. H. Inman, and he claims to have been a resident of California for some time. Investigation is going on in the hope of developing further activities of his.

LIVELY LABOR MARKET.

The October number of the Labor Market Bulletin, issued by Walter G. Mathewson, State Labor Commissioner, shows increased employment in October, 1926, compared with October, 1925. This bulletin is based upon reports received from 676 representative industrial establishments located throughout the state. In October, 1925, these firms employed 149,677 employees, with a total weekly payroll of \$4,265,302; while in October, 1926, these identical firms employed 155,379 workers, with a total weekly payroll of \$4,503,971. These figures represent an increase of 3.8 per cent in the number of employees and an increase of 5.6 per cent in the total weekly payroll in October, 1926, compared with the same month last year.

While the volume of employment in all industries of the state increased 3.8 per cent, the increase in employment in the chemicals, oils, and paints group of industries was 22.6 per cent. Other industries showing increases in employment greater than the average for all industries are, in order named, the following: Miscellaneous industries, 31.8 per cent; stone, clay and glass products, 8.1 per cent; leather and rubber goods, 6.1 per cent; metals, machinery, and conveyances, 5.8 per cent; and foods, beverages, and tobacco, 4.5 per cent. Among the industries showing decreases in employment are water, light and power, 7.4 per cent; wood manufacturers, 3.3 per cent; and textiles, 2.1 per cent.

According to the California Labor Market Bulletin, the average weekly earnings of factory wage earners in this state were \$28.99 in October, 1926, and \$28.50 in October, 1925, showing an increase of 1.7 per cent in weekly earnings during October, 1926. The highest average weekly earnings, \$33.37, is reported for the printing and paper goods industries; while the lowest average weekly earnings, \$22.69, is reported for the textile industries.

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